

This flyer is a list of the child labor laws applicable in Massachusetts. It reflects changes in the Federal Hazardous Orders which became effective on 2/15/2005. It also serves to update information on the work permit application process (see other side).

*Updated  
June 2005*

## **Massachusetts Child Labor Laws\***

### **Hazardous Orders**

**Persons under 14 may not work:** There are a few exceptions to this such as working as news carriers, on farms, and in entertainment (with a special permit).

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#### **Persons under 16 years old may NOT:**

- Operate power-driven machinery (except office machines or machines in retail or food service not otherwise prohibited)
- Cook (except on electric or gas grills that do not have open flames)<sup>+</sup>
- Operate fryolators, rotisseries, NEICO broilers, or pressure cookers<sup>+</sup>
- Operate, clean or repair power-driven food slicers, grinders or choppers<sup>+</sup>
- Perform any baking activities<sup>+</sup>
- Operate microwave ovens (except to heat food in microwave ovens with a maximum capacity of 140 degrees Fahrenheit)<sup>+</sup>
- Clean kitchen surfaces that are hotter than 100 degrees Fahrenheit<sup>+</sup>
- Filter, transport, or dispose of cooking oil or grease hotter than 100 degrees Fahrenheit<sup>+</sup>
- Work in freezers or meat coolers
- Work in a manufacturing facility (e.g., a factory)
- Work on ladders or scaffolds
- Work in garages, except dispensing gas and oil
- Work in brick or lumber yards
- Work in amusement places (e.g., pool or billiard room, or bowling alley)

- Work in barber shops
- Work in construction, transportation, communications, or public utilities (except doing clerical work away from heavy machinery off the job-site)
- Work in warehouses (except doing clerical work)
- Load or unload trucks, railroad cars, or conveyors
- Wash windows in public or commercial buildings if the window sill is more than 10 feet above the ground
- Work doing laundry in a commercial laundry or dry cleaning establishment
- Work as a public messenger
- Work at processing operations (e.g., in meat, fish, or poultry processing or cracking nuts, bulk or mass mailing)
- Work around boilers or in engine rooms
- Do industrial homework
- Work with dangerous electrical machinery or appliances<sup>+</sup>
- Work that is determined by the Massachusetts Attorney General to be dangerous to the health and well-being of minors
- **Work in any of the occupations or tasks prohibited for persons under age 18**

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#### **Persons under 18 years old may NOT:**

- Drive a vehicle or forklift (except golf carts in certain circumstances)
- Operate, clean or repair power-driven meat slicers, grinders or choppers<sup>+</sup>
- Operate, clean or repair power-driven bakery machines<sup>+</sup>
- Work 30 feet or more above ground or water
- Handle, serve, or sell alcoholic beverages
- Use circular or band saws, or guillotine shears
- Use power-driven woodworking machines
- Use hoisting machines<sup>+</sup>
- Operate paper balers, paper box compactors, or other power-driven paper products machines<sup>+</sup>
- Use power-driven metal-forming, punching, or shearing machines

- Use buffing or polishing equipment
- Manufacture brick, tile, or kindred products
- Manufacture or store explosives
- Work in excavation, wrecking, demolition, or shipbreaking
- Work in logging, sawmilling, or mining
- Work slaughtering, packing, or processing meat
- Work in railway operations
- Work in roofing or on or about a roof<sup>+</sup>
- Work in foundries or around blast furnaces
- Work manufacturing phosphorus or phosphorus matches
- Work where they are exposed to radioactive substances
- Work as a firefighter or engineer on a boat
- Oil or clean hazardous machinery in motion

<sup>+</sup> denotes a change to the hazardous order

See other side for additional important information.

## Legal Work Hours for Teens in Massachusetts

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### 14 and 15 Year Olds

#### Work Hours

Only between 7 a.m. and 7 p.m. during the school year

Not during school hours

Only between 7 a.m. and 9 p.m. during the summer (from July 1 through Labor Day)

#### Maximum Hours When School Is in Session

18 hours a week

3 hours a day on school days

8 hours a day Saturday, Sunday, holidays

6 days a week

#### Maximum Hours When School Is Not in Session

40 hours a week

8 hours a day

6 days a week

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### 16 and 17 Year Olds

#### Work Hours

Only between 6 a.m. and 10 p.m.

(except in restaurants until midnight on Fridays, Saturdays, and during school vacation)

#### Maximum Hours of Work – Whether or Not School is in Session

48 hours a week

9 hours a day

6 days a week

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## Work Permits

All teens under 18 must obtain employment permits or educational certificates from the school departments where they live. For more information, visit the website of the Division of Occupational Safety at [www.mass.gov/dos/youth](http://www.mass.gov/dos/youth)

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## Resources for More Information

#### For questions about wages or child labor laws:

Massachusetts Office of the Attorney General, Fair Labor and Business Practices Division  
617-727-3465; [www.ago.state.ma.us](http://www.ago.state.ma.us)

U.S. Department of Labor, Wage and Hour Division

617-624-6700; [www.dol.gov/esa/whd](http://www.dol.gov/esa/whd)

#### For questions about workers' compensation:

Massachusetts Department of Industrial Accidents  
800-323-3249 x470; [www.mass.gov/dia](http://www.mass.gov/dia)

#### For questions about health and safety:

U.S. Department of Labor, Occupational Safety & Health Administration (OSHA)

Methuen Office - 617-565-8110

Braintree Office - 617-565-6924

Springfield Office - 413-785-0123

[www.osha.gov](http://www.osha.gov)

Massachusetts Department of Public Health, Occupational Health Surveillance Program

*Teens at Work* Injury Surveillance and Prevention Project

617-624-5632; [www.mass.gov/dph/bhsre/ohsp/ohsp.htm](http://www.mass.gov/dph/bhsre/ohsp/ohsp.htm)

\* This is a compilation of state and federal child labor laws. The most protective laws are presented here and apply to all employers of teens including parents who may employ their children. There are additional regulations and some exceptions for employers in agricultural industries.